



THE CONNECTOR NF-Blue **STYLE**

Internal Compass

Friendly, kind, and understanding, this style places high value on relationships. Thought of as social souls, they yearn to connect with others and grow from their life experiences. They naturally connect meaning to actions and events and easily see how one concept connects to another (and to the bigger picture). They often seek spiritual connection – this may be in a religious sense, or in practices such as Tai Chi, Yoga, or meditation.

In their desire to be authentic, they tend to be emotionally vibrant - conveying plenty of dramatic highs and lows. When given a chance to fully express themselves in an atmosphere of acceptance, they enjoy being able to do so with genuineness and power. Their ability to “tune in” to others helps them notice nuances in communication indiscernible by most everyone else.

Interacting

Highly perceptive, they pay more attention to the mood surrounding the moment and they “feel you out” in conversation. Your words are not nearly as important to them as the emotions or meaning behind them. They have a tendency to masquerade their feelings by putting on a “happy face” to maintain equilibrium in the presence of loudness, aggression or negativity. To put you at ease, they will watch for clues that you want to engage and offer a sincere compliment or conversation starter.

On a Team

Their welcoming smile and positive attitude can light up a room and bring enthusiasm and warmth to a team. They are usually quite eager to cooperate and believe in consensus decision-making, thoughtfully considering everyone’s opinion before moving forward. They like to honor differences and thrive with encouragement and collaboration. Empathetic and compassionate, they can step into the shoes of others and may bend the rules or make exceptions to protocol for extenuating circumstances. They can get offended if others criticize without emphasizing the positive aspects first, preferring to feel appreciated and supported before critiqued. They are alert to other team members that may be feeling left out or struggling to share their views. They will pause to give acknowledgement and help each person feel included.

Approach to Life

They may spend a great deal of their time seeking understanding of themselves and others or working towards the ultimate “This is what I am meant to do with my life” discovery. They view life’s challenges as opportunities for transformation and look for the lesson to be learned. When they are able to do so, it allows them to grow stronger and move forward with amazing resiliency. They often let life unfold instead of trying to control their direction. Rather, they want their path or purpose to be revealed to them from life circumstances.

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THE PLANNER SJ-Gold **STYLE**

Internal Compass

Steadfast, reliable and conscientious, this style aims to create a life that is safe and secure. They crave a sense of consistency and have a penchant for planning. This inclination drives them to make check lists for tasks and create back-up plans in case things don't go as anticipated. They usually have a well-defined picture of what things need to be done, in the order it should be done for successful completion.

This excellence in planning along with their dependable nature has them active filling their schedules with "must dos" and "gotta-get dones". They are happy to create their detailed plans and derive great pleasure in the ever-so-satisfying act of crossing a completed item off their list! Time conscious and responsible, before they make a decision, they ask themselves, "What is my responsibility?"

Interacting

Concrete and practical, they prefer to talk about steps and directions for application of an idea than to process the theory behind it. "What to do next" is top of their mind and they like detailed specific instructions so they can do it "the right way". They can get annoyed when others change topics several times and can be insistent that a matter gets completed before moving on to another. To make sure they haven't missed a single important item, they may take notes or correspond in writing.

On a Team

Their unwavering loyalty and dedication brings reassuring reliability and strength to a team. They enjoy membership on a team and will readily volunteer to be a committee member. They like to work with others when everyone is doing their part. Once they understand a desired result, they make clear decisions and have well defined roles for completion. Their keen eye for details provides powerful foresight for step-by-step planning. They can get frustrated if others try to put more on their plate than they know is realistically possible, knowing that some task likely needs to be eliminated in order to add a new one. So that no one is left guessing and things are fair for everyone, they believe rules are made to be followed and protocol is in place to make sure things are done correctly.

Approach to Life

Not afraid to work hard for what they want, they may spend a great deal of their time in goal attainment. They like to establish a routine they can rely on. This gives them a sense of security in knowing they have something tried and true so they can have a strong foundation to stand on in case unexpected challenges arise. They prefer their lives to be organized and planned. They crave a certain level of predictability, especially in relationships. Once they make a commitment, they like to stick with it and do everything in their power to keep it.

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THE THINKER NT-Green **STYLE**

Internal Compass

Objective, observant, and curious, this style has a voracious appetite for knowledge. Thinkers by nature, they are driven to decipher life's mysteries. Not content with the status quo, they tend to be mentally active, constantly questioning and pondering. They enjoy discovering the information behind the information and may know a little bit (or a great deal) about just about everything. Their ability to contemplate the abstract gives them a good measure of impartiality during discussions.

They strive for competency and will go to great lengths to make sure they are capable of making a logical decision and have researched all the data required to draw a sound conclusion. The last thing they would want to do is to "look stupid" in front of others they respect or care about.

Interacting

Skeptical and cautious, they are not likely to accept opinions at face value. To keep them engaged in conversation, be prepared to back up your argument with facts and resources. Their witty humor can include puns and sarcasm. They can get overwhelmed by emotional intensity and can easily discard or ignore others' personal issues by persevering without stopping to address the matter. For the sake of intellectual argument, they may debate opposite sides in order to explore an issue from the most angles.

On a Team

Their vision and tenacity to improve upon the status quo brings top notch advances and never-ending development to a team. They prefer to work independently when possible and approach decision-making by gathering data and investigating the best strategy for success. These strong analytical skills make them adept at problem solving. They can get nervous when others ask to view their unfinished work, preferring to keep it under wraps until they are confident it is presentable. Able to comprehend the bigger picture and envision future ramifications, at times they can be baffled when other team members do not "get it" or fail to notice something that is so blatantly obvious to them. They happily follow rules that are logical but can be non-conformists when asked to abide by protocol that gets in the way of progress or does not make sense to them.

Approach to Life

They may spend a great deal of time lost in their thoughts and ideas and can derive great pleasure from doing so. They can hardly resist fixing, solving or figuring out an intellectual challenge, especially when someone says it cannot be done. They have an innate talent for spotting flaws and conceptualizing creative solutions. They devise systems for daily living to free their brains up for more important matters. They usually don't look to material possessions for happiness in life. Instead, their motivational fires are fueled by learning, imagination and invention.

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THE MOVER SP-Orange **STYLE**

Internal Compass

Playful, bold, and adventurous, this style likes to move! Not only do they move their own bodies, they move others to action. As fun-seekers, they like to keep things lively, entertaining, and moving along. They move from subject to subject in conversations, move priorities on a moment's notice and can move mountains with their motivation and delegation skills.

Known as “movers & shakers”, their favorite time is NOW! Because they are focused on the current moment, they can exude a sense of urgency that makes life seem like a series of emergencies or spontaneous adventures to those around them. Their propensity for instant gratification enables them to find the quickest route to getting things done. They can radiate a distinctive magnetism that gets attention and they take pleasure when others appreciate their finesse.

Interacting

Restless and spontaneous, their relatively short attention span can be dizzying to others who try to keep up with their pace. They may joke or tease to lighten up a serious topic or engage an uninterested listener. They have a tendency to get bored when others talk slowly or repeat themselves and can get fidgety trying to regain their energy by wiggling, tapping or doodling. To be expedient, they will cut to the chase in their communication. They can be very straightforward and may switch subjects often and quickly.

On a Team

Their resourcefulness and courage to take risks brings action and tangible results to a team. As speedy decision makers, they can be skillful at delegation and motivation, seeing what needs to be done without delay and who is most willing to do it. Their excited eagerness can be contagious and they rarely mind taking the lead. They can struggle with waiting and get bewildered when others delay action, operating from the assumption that people are just as motivated as they are to get the show on the road. Rules seem more like suggestions or guidelines to them. They want to be able to operate at lightning speed without being bogged down by protocol. Not content to sit on the sidelines, they tend to be physically active, involved, and on the move.

Approach to Life

Up for adventure, they seek active participation, a variety of experiences, and plenty of sensory stimulation. When they see a chance to take a risk or tackle a challenge they will dive right in with abandon. They brush off setbacks and move on without spending a great amount of time meticulously analyzing decisions or wallowing in regret. Their desire to be self-reliant and cherish their freedom shows itself early in life. They resist relationships and careers that are routine preferring not to “know” what's happening next. They'd rather be surprised by what life has to offer.

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